



August 2002

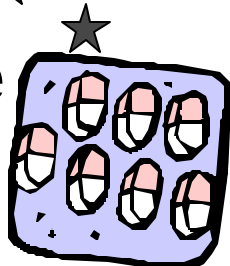
FrontLine Employee

Wellness, Productivity, & You!

Call EAS: Olympia (360) 753-3260 Seattle (206) 281-6315 Spokane (509) 482-3686

Web: <http://hr.dop.wa.gov/eas.html>

Ecstasy



★ Tripping Trouble

Ecstasy (or MDMA) is an illicit drug manufactured in clandestine laboratories. Users experience a hallucinogenic and speed-like experience lasting three to eight hours. It is used predominantly by teens and young adults at drug parties, raves (all-night parties), and rock concerts. Post-use symptoms may include a suppressed appetite, an excessive thirst, and an unusual need to sleep. Ecstasy plays havoc with the brain and may cause lasting cognitive impairments or death. It is addictive. What can parents do? The best advice is to practice the three "knows": 1) know where your children are going; 2) know who they are with, and 3) know or meet the parents of friends. Learn about illicit drugs at the Drug Enforcement Agency web site:

www.usdoj.gov/dea/concern/concern.htm.

Bad Attitudes Can Be Catching



All of us have occasional fluctuations in attitude. That's life. But are you often cynical, pessimistic, and sarcastic at work? Have others complained? Attitudes are like colds. They're catching. They can dampen morale and negatively affect productivity. Your difficult attitude probably didn't begin at work. It only makes its home there. Instead, it may be a coping strategy to manage anger, depression, or disappointments. If your attitude is getting in the way, find out what remedies EAS can offer.

Hardiness- Handling Change

RIF TIPS



Hardiness is a set of personality characteristics that enable you successfully to handle change in the workplace. **Hardiness is summarized by three C's:**

Commitment - Control - Challenge

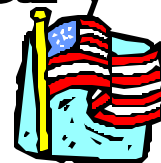
Commitment is involvement in all aspects of life - work, family, community, social and religious groups. Stay vigorously involved in the job search process. Put your loss of job into the perspective of your life. Stay confident in what you know and what you have to offer as an employee.

Control is the belief that what you think, imagine, say and do make a difference. It is *self-empowerment*. Think positively and concretely about your next employment. Talk to yourself and others in terms of the knowledge, skills, and qualities that make you a good choice for your next employer. Recall all the success you have had in plying your trade. Build on those successes!

Challenge is looking on this time of change as an opportunity, not an obstacle. Embrace the opportunity with as much *gusto* as you can! Determine that you will leverage the *challenge* of job search for your personal and professional growth. The opposite of challenge is **threat**. Don't let yourself be threatened by layoff. Rather, grasp this chance to change!

You can call your nearest EAS for more suggestions.

9/11 Anniversary Making the Most of It



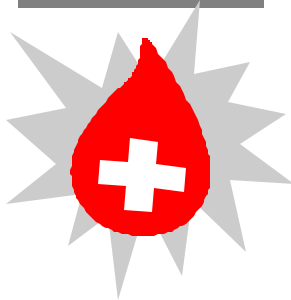
Next month when the U.S. marks the first anniversary of the September 11 terrorist attacks, will you benefit from the ceremonies and media attention certain to come? Or, is hearing as little as possible your preference? Each of us will experience the anniversary of 9/11 differently. For those personally affected by 9/11, the decision to watch film clips, ceremonies, and special media programs can be a difficult one. Think carefully about *what helps* you with grief or loss. Do you benefit from learning as much as possible about what happened? Are you helped by deeply moving and symbolic tributes? All of us deal with grief and loss differently. Knowing what works for you and respecting differences in others will help heal the nation.

Taking Action Against **ANGER**

Anger is not a bad thing, but it can get out of control. Fight back! Practice managing your anger with this popular tool. Identify a repeating event in your life that invokes an anger response that you would like to control. Copy and use the tool ten times. Then consider whether your anger response to the recurring event has reduced.

EVENT AND FIRST SYMPTOM	
THOUGHTS AND BELIEFS THAT CAUSED ANGER	
HOW I RESPONDED TO	
WHAT I DID WELL IN RESPONSE TO	
WHAT I WILL DO NEXT TIME	

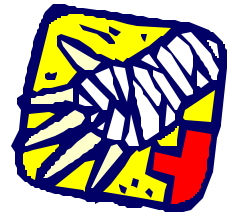
Time for **BLOOD** AGAIN



After September 11, millions of people responded generously with their resources. Many people gave blood – so much of it that the Red Cross briefly asked people to stop donating. The Red Cross wants everyone to know that now blood supplies are extremely low. With 34,000 pints of blood needed every day, blood donations were down 13 percent this past June compared with a year ago. What most people don't know: The shelf life of donated blood is only 42 days. Most people who give blood feel good about having made a difference. Catch the feeling.

Source: American Red Cross

Answers for the **Injured**



Being injured and having to stay home from work is no vacation. Consider how EAS might help. Common complaints of employees off work with injuries include boredom, accelerating conflicts with family members, feelings of inadequacy from the inability to perform daily tasks because of the injury, uncertainty about how to structure the day, and worry about your job and whether you are missed. Short-term support and problem solving from EAS can help you feel better about going back and perhaps hasten your return.

When Helping is Hurting



Most people have heard of the term “enabling.” Enabling is defined as preventing another person from experiencing the adverse consequences of their problematic behavior. Enablers are often emotionally close to the person they enable. They are caught in a cycle of behavior that unwittingly helps the person with a problem grow worse. Over time, enablers may experience the deterioration of their own physical or mental health. A desire for help may only come with a crisis.

Enablers break their cycle by getting past the fear of what will happen when they “let go.” Enablers often fear the demise of the person they enable, so maintain their role in an undesirable relationship rather than risk losing it by choosing healthier behaviors. Enabling behavior is often first learned in childhood, when as a child, it was necessary to care for an adult with personal problems.

Answer these questions to see if you need help breaking an enabling cycle: 1) Do your feelings about the person that you enable alternate between love and hate? 2) Do you fear that no one would be there for the person if you stopped enabling? 3) Have you failed to keep promises to yourself about stopping enabling behaviors? 4) Do you feel confident in giving counsel or advice to others about their enabling relationship problems without resolving your own? 5) Do you argue with others who point out your enabling behaviors? “Yes” answers indicate that help or support is desirable. Discover resources by contacting the Employee Advisory Service.

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